

**DURHAM, NORTH CAROLINA
MONDAY, NOVEMBER 18, 2002
5:30 P.M.**

Pursuant to the proper notification, the Durham City Council held a special meeting on the above date and time in the Committee Room with the following members present: Mayor Bell, Mayor Pro Tempore Cheek and Council Members Best, Clement, Cole-McFadden, Edwards and Stith. Absent: None.

Also present: City Attorney Henry Blinder, City Clerk D. Ann Gray and Deputy City Clerk Linda Bratcher.

Mayor Bell called the special meeting to order.

SUBJECT: PERFORMANCE OF A CITY EMPLOYEE

To evaluate the performance of a City employee and any other matters that may come before the City Council.

MOTION by Council Member Stith seconded by Council Member Edwards to go into closed session to discuss the performance of a City employee was approved at 5:31 p.m. by the following vote: Ayes: Mayor Bell and Council Members Best, Clement, Cole-McFadden, Edwards and Stith. Noes: None. Absent At Time of Vote: Mayor Pro Tempore Cheek.

Ben Evans of the Herald-Sun asked if the closed session will be recorded.

Mayor Bell replied notes will be taken of the meeting by Council Member Cole-McFadden.

The closed session was held in the Mayor's Office.

[Open Session]

MOTION by Council Member Stith seconded by Council Member Edwards to go into open session was approved at 7:24 p.m. by the following vote: Ayes: Mayor Bell, Mayor Pro Tempore Cheek and Council Members Best, Clement, Cole-McFadden, Edwards and Stith. Noes: None. Absent: None.

MOTION by Council Member Stith seconded by Council Member Edwards to continue the special meeting Tuesday, November 19, 2002 at 2:00 p.m. was approved at 7:24 p.m. by the following vote: Ayes: Mayor Bell, Mayor Pro Tempore Cheek and Council Members Best, Clement, Cole-McFadden, Edwards and Stith. Noes: None. Absent: None.

TUESDAY, NOVEMBER 19, 2002
2:00 P.M.

The Durham City Council reconvened its special meeting on the above date and time in the Committee Room with the following members present: Mayor Bell, Mayor Pro Tempore Cheek and Council Members Best, Clement, Cole-McFadden, Edwards and Stith. Absent: None.

Also present: City Attorney Henry Blinder, City Clerk D. Ann Gray and Deputy City Clerk Linda E. Bratcher.

Mayor Bell called the meeting to order.

MOTION by Council Member Clement seconded by Council Member Edwards to go into closed session for the purpose of evaluating a city employee was approved at 2:00 p.m. by the following vote: Ayes: Mayor Bell and Council Members Best, Clement, Cole-McFadden and Edwards. Noes: None. Absent At Time of Vote: Mayor Pro Tempore Cheek and Council Member Stith.

The closed session was held in the Mayor's Office.

[Open Session]

MOTION by Council Member Stith seconded by Council Member Edwards to go into open session was approved at 6:45 p.m. by the following vote: Ayes: Mayor Bell, Mayor Pro Tempore Cheek and Council Members Best, Clement, Cole-McFadden, Edwards and Stith. Noes: None. Absent: None.

Mayor Bell read the following:

Statement of Agreement between City Council and City Manager

1. Effective immediately, the city manager's Annual Salary is reduced to \$138,000.00. No other provisions of the manager's Employment Agreement other than this one-time reduction in salary area changed as a result of this action. The manager joins in and consents to this one-time reduction in salary and to the public release of this information, and waives the provisions of Section 14 of the Employment Agreement for purposes of this one-time reduction, but for no other purposes. For purposes of Section 20 of the Agreement, the entire agreement shall include this document.
2. Monthly performance evaluations of the manager will be made by the city council.
3. All categories of contracts, which the city council has previously delegated authority to the city manager to authorize, will now come to the city council for council review and approval before the manager is authorized to sign said

contracts. The city council may delegate authority to the manager to authorize contracts in the future.

4. The city manager agrees to seek further professional development to enhance overall management skills as soon as possible.
5. The manager's annual evaluation will be done as planned based on her existing work plan.
6. Within 60 days, the city manager will conduct a performance evaluation of those city employees who report directly to her per the city organization chart. She shall then provide the city council with a management assessment based on the manager's evaluation.

This the 19th day of November 2002.

CITY OF DURHAM

By _____
Mayor

Employee

MOTION by Council Member Clement seconded by Council Member Edwards to approve the Statement of Agreement between City Council and City Manager was approved at 6:46 p.m. by the following vote: Ayes: Mayor Bell, Mayor Pro Tempore Cheek and Council Members Clement, Cole-McFadden, Edwards and Stith. Noes: Council Member Best. Absent: None.

City Manager Conner made comments thanking Council for their support.

There being no further business to come before the Council, the special meeting was adjourned at 6:50 p.m.

D. Ann Gray, CMC
City Clerk